

An Orientation to Registered Apprenticeship Part 1: Non Building Trades

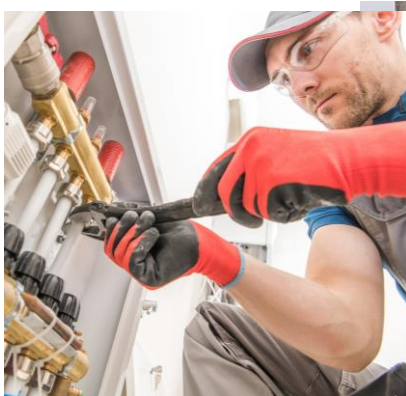
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*Workforce Training & Education Coordinating Board
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Today's presentation

- What is apprenticeship?
- Prep and youth programs
- How to start an Apprenticeship
- Regional Apprenticeships



Apprenticeship: Earn while you learn

- Formal training and education, under RCW 49.04.
- Minimum requirements:
 - Training: 2,000+ hours of supervised on-the-job training/work.
 - Education: Minimum 144+ hours of Related Supplemental Instruction (RSI) – class/lab instruction.
 - OJT equals roughly 93%; RSI equals roughly 7%



Apprenticeship: Creating lifelong learners

- Most programs take 2-5 years to complete.
- Growing, articulated preparatory-program network.
- Continuing-education and degree credentials available.



General Requirements

- **Age** – Many programs require you be at least 18 years old; some allow minor youth
- **Education** – Most programs require a high school diploma or equivalent
- **Physical Ability** – Have the necessary strength or stamina to perform the work
- **Aptitude** – Some programs may require an aptitude test

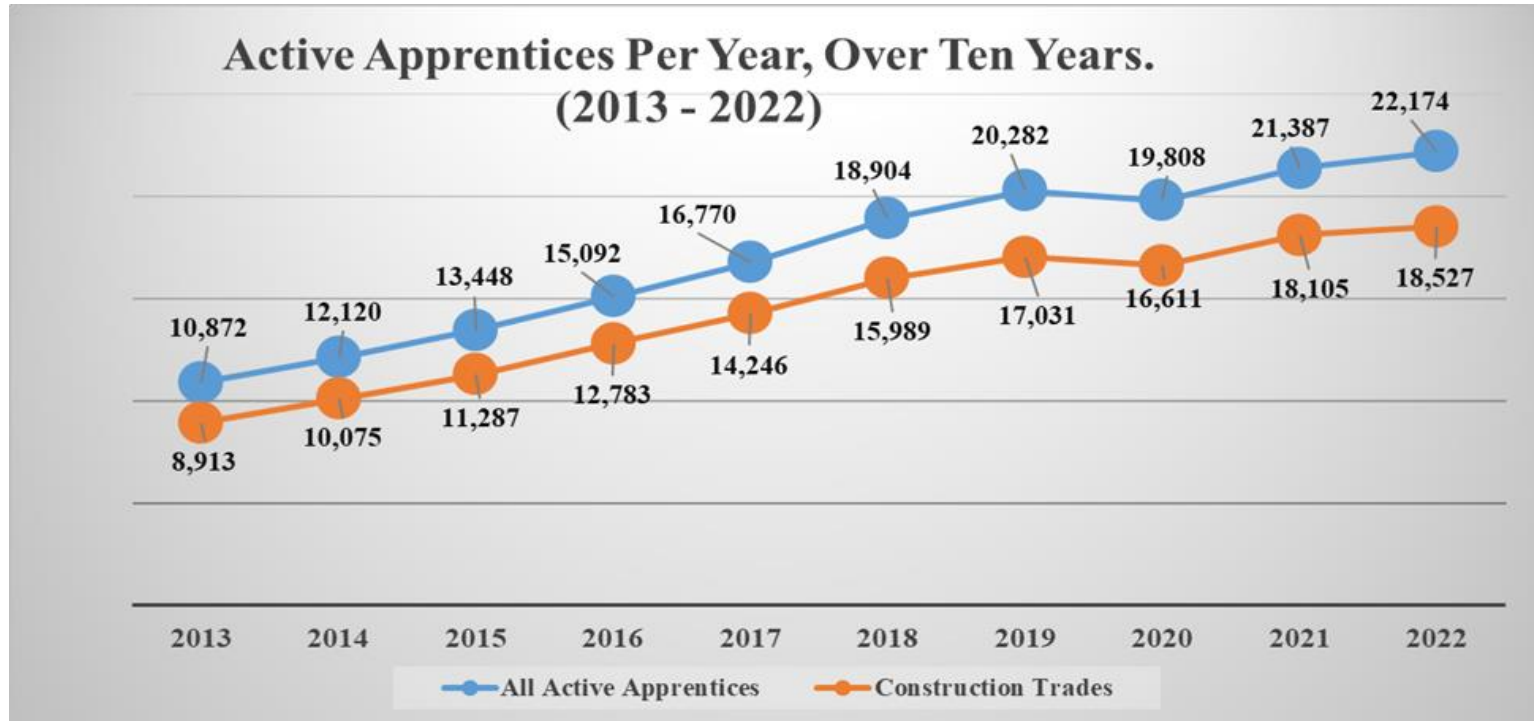
How To Start an Apprenticeship - WAC 296-05

- **Apprenticeship Training Committee** – responsible for the day-to-day operations of the apprenticeship and training program. Minimum of 4 members equal representation of management & worker
- **Sponsor** – Any person, firm, association, committee, or organization operating as an apprenticeship and training program and in whose name the program is registered.
- **Apprenticeship Program Standards** – govern apprenticeship agreements between a program sponsor and an individual apprentice and define the term of the apprenticeship.
- **WA State Apprenticeship & Training Council** – Regulatory body that approves registered apprenticeship and preparation programs

Registered Apprenticeships, Today (Jan 1, 2022 –Dec 31, 2022)

- Over 3,400 participating employers
- 187 registered programs spanning 206 occupations
- Approximately 22,200 active apprentices
 - Nearly 7,000 new registered apprentices, compared to about 6,500 in prior year
 - Roughly 20% (3,700) in non-construction trade occupations
 - About 13% (2,900) active female apprentices

Active Apprentices (ten year, rolling)



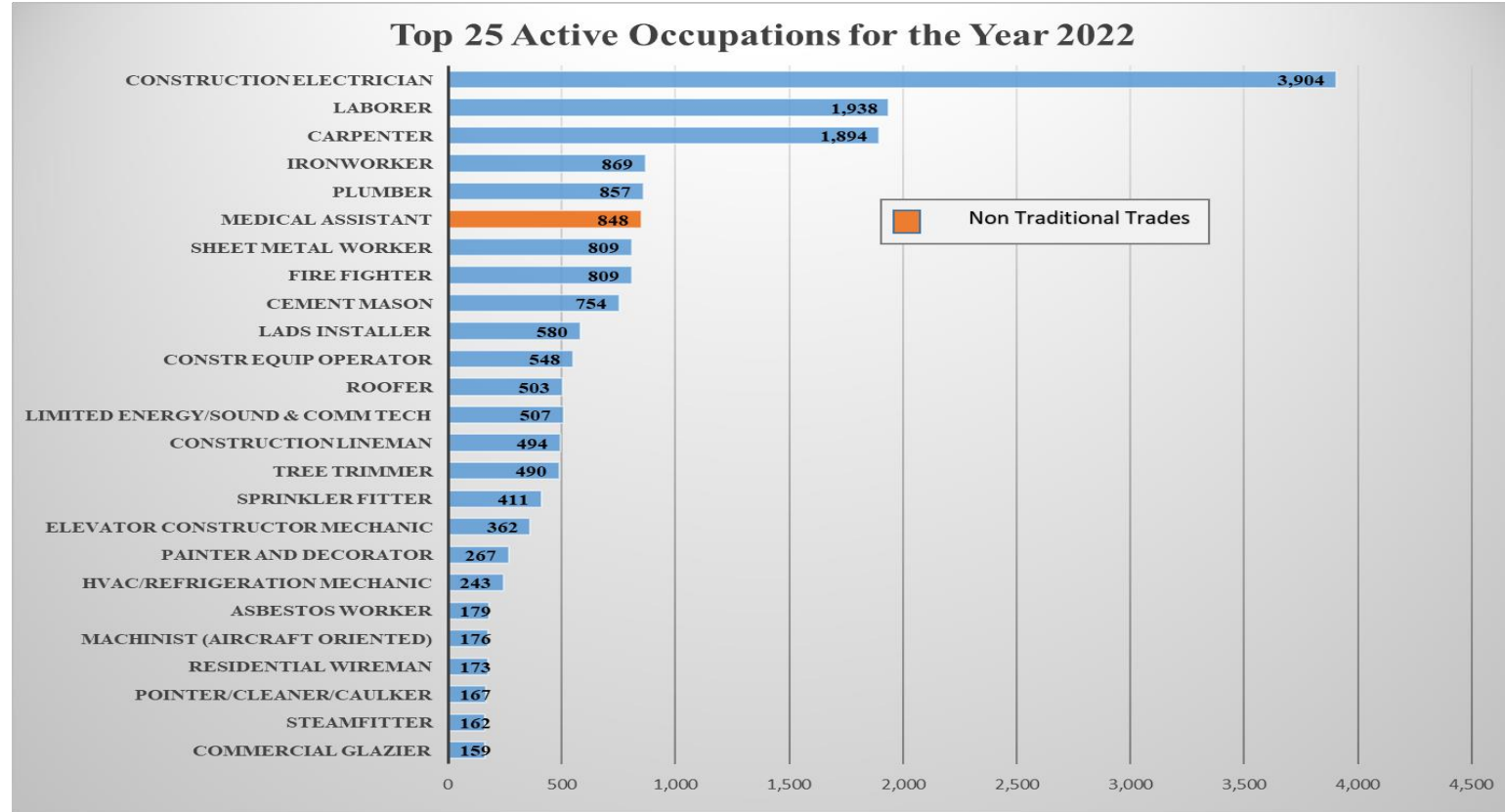
Diversity in Apprenticeships

	2022 Construction Trades		2022 Non-Construction Trades	
	Total apprentices: 18,527		Total apprentices: 3,647	
Women	1,491	8.04%	1,398	38%
Racial minorities	6,420	35%	1,135	31%
Veterans	1,580	8%	318	9%

Some individuals are counted in more than one category
(e.g., a female veteran).

Totals represent unduplicated numbers.

Top 25 Active Occupations for 2022



Preparatory and youth programs

Prep programs

- Help candidates meet/exceed min quals for entry.
- Diversify pool of eligible applicants.

Youth apprenticeship

- Juniors/seniors (ages 16-18)
- Up to 20 hours/week during school year; 40 hours/week in summer.
- 4 active programs:
 - AJAC for manufacturing;
 - Tacoma School District for automotive;
 - New Tech Skills Center for culinary arts;
 - Wenatchee School District for computer technician



Apprenticeship Preparation Policy

The revised WSATC Apprenticeship Preparation Policy went into effect January 1, 2023.

The policy revisions are designed to focus recognized preparatory program outcomes on the goal of graduate articulation into registered apprenticeship.

Notable changes to the policy:

- Prep Programs must have articulation agreement(s) with registered apprenticeship programs. Articulation agreements must include specific, defined benefit(s) for the pre-apprentices to get into the registered apprenticeship.
- Required minimum articulation goal of 15% into registered apprenticeship
- New programs must have participants enrolled at the time of application
- Programs must provide and implement a navigation plan for participants during and after the program, to support successful articulation into registered apprenticeship
- Provide participant enrollment and outcome data, to include demographic information, on a semi-annual basis to L&I
- The new policy can be found on the L&I webpage or using this link [Apprenticeship Policy 2012-03 \(wa.gov\)](#)

Apprenticeship Preparation Application

Steps for Application

1. Program representatives review the WSATC Recognized Apprenticeship Preparation Policy (RAPP).
2. Contact Rio Frame (rio.frame@lni.wa.gov) for an initial meeting to:
 - Discuss and evaluate program status (readiness and fit)
 - Clarify questions regarding the RAPP
 - Review the application and supporting documents
3. The program seeking recognition completes the application and submits it to L&I.
4. L&I staff review the submission for completeness and compliance with the RAPP.
5. Additional meetings may be scheduled with the program to make any necessary adjustments prior to submission to the WSATC for recognition.
6. Applications must be accepted by L&I at least 45 days prior to the next WSATC meeting.
7. The WSATC will consider the application at a regularly scheduled WSATC meeting.

Apprenticeships = Value

Workforce Training and Education Coordinating Board 2022 report

- 10-year taxpayer return on investment: \$7.80 to \$1
Based on increased tax revenue (from increased earnings) and reduced government assistance.
- Workers who completed apprenticeships:
 - 93% employed 6-9 months after leaving the program
 - Annualized earnings: \$95,000 (Completers)
 - Net benefit to participants: \$33,000 annually

ESSB 5600 2022 Legislative Year

- Stand up 8 industry sector-based platforms
 - Collaborate with Industry Associations, Labor, SBCTC COE's, ESD ABA, CC WA, WDC's, etc.
- Hire 4 Management Analysts to support the platforms
- Create an Apprentice Retention Survey 1, 3, and 6 months into their apprenticeship.
 - Survey questions developed and vetted with stakeholders
 - First round will be sent to apprentices around March 15th, 2023
 - August 2023, send survey via email to all apprentices reaching 12 months

ESSB 5600 2022 Legislative Year

- \$8 million in Apprenticeship grants funding for wrap around services, equipment, technology and remote learning, and Minor Driver's License Vouchers utilizing a grant application process.
- To date, 50 Award letters have been sent totaling \$5.9 million
- Grants must be executed, completed and expended by June 30, 2023



Apprenticeship Contact Information

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